



Teacher Shortage Report for Missouri

November 2024

METHOD

The Missouri Department of Elementary and Secondary Education uses appropriate certification of teachers to identify the designated areas of critical shortage.

- Shortage areas were defined as those content areas within the state for which positions were filled with inappropriately certified teacher(s) or left vacant due to the absence of certificated candidates.
- Inappropriately certified teachers and total FTE count for each content area were compiled.
- Inappropriately certified teachers by content area were determined by comparing the number of inappropriately certified FTE to the total FTE count for each content area.
- The percentage FTE shortage by content area was determined by calculating the percentage of inappropriately certified teachers per content area as compared to the total number of teachers in the state.
- A weighted value to represent the relative prominence of each content area was calculated as a percentage of the total FTE by content area as compared to the total number of teachers in the state.
- A weighted percentage of FTE shortage by content area was determined by multiplying the raw percentage FTE shortage by the weight of each content area.
- Consistent with the U.S. Department of Education Teacher Shortage Areas External User Guide, the sum of shortage areas was determined not to exceed 5% of the total number of FTE teaching positions within the state.
- At the direction of the US DOE, universally accepted shortage areas are included as those teaching in these areas are eligible for federally funded TEACH grants.

DATA SOURCES

- School districts in Missouri through the Missouri Student Information System (MOSIS), including educator core data, educator school, educator vacancy, and course assignment collections.
- Department of Elementary and Secondary Education's Educator Certification System.

DATA

- Inappropriately certified teacher FTE by content area (statewide) defined as a teacher not certified for the area in which they are teaching or left vacant.

ASSURANCES


- Written objective standards were used in determining the proposed teacher shortage areas.
- 2023-24 data was used to determine the proposed teacher shortage areas.
- Chief State School Officer will provide a public posting of the annual list of designated teacher shortage areas in Missouri.

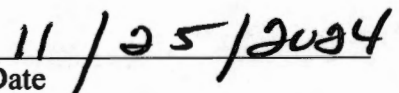
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CHIEF STATE SCHOOL OFFICER

Dr. Karla Eslinger
Commissioner of Education
Missouri Department of Elementary and Secondary Education


Signature


Date

- I. Name of State:**
a. Missouri
- II. Applicable School Year:**
a. Designations are for 2025-26; data used were from the 2023-24 academic year.
- III. Date Prepared:**
a. November 22, 2024
- IV. Total of all the FTE teaching positions within the state from 2023-24 academic year:**
55,367
- a. The number of inappropriately certified or vacant FTE by critical shortage content areas throughout the state that represents 4.16% of the total FTE is 2,298.1.
- V. Shortage areas are listed by content area in order from most severe to least, as determined by MOSIS data:**

Critical areas within five percent of total FTE

1. Elementary Education 1-6
2. Early Childhood Education B-3
3. Physical Education K-12
4. Art K-12
5. Social Science 5-9
6. Social Science 9-12
7. Music - Vocal K-12
8. Family & Consumer Sciences K-12
9. Business 9-12
10. Speech & Theater 9-12
11. Music - Instrumental K-12
12. Health K-12
13. Marketing K-12
14. Agriculture 9-12
15. Journalism 9-12
16. Business 5-9
17. Speech & Theater 5-9
18. Dance K-12
19. Agriculture 5-9
20. Library Media Specialist K-12

VI. Shortage areas are listed by content for the state in order from most severe to least, as determined by MOSIS data and represents 4.16% of the total FTE in the state:

Subject Area	FTE Inappropriately Certified	Shortage Indicator by Total FTE	Critical Shortage Area	Universally Accepted
Critical Shortage Areas				
ELEMENTARY EDUCATION 1-6	735.96	1.33%	YES	N/A
EARLY CHILDHOOD B-3	288.59	0.52%	YES	N/A
PHYSICAL EDUCATION K-12	235.68	0.43%	YES	N/A
ART K-12	185.94	0.34%	YES	N/A
SOCIAL SCIENCE 5-9	152.57	0.28%	YES	N/A
SOCIAL SCIENCE 9-12	132.90	0.24%	YES	N/A
MUSIC - VOCAL K-12	121.48	0.22%	YES	N/A
FAMILY & CONSUMER SCIENCES K-12	91.02	0.16%	YES	N/A
BUSINESS 9-12	80.28	0.14%	YES	N/A
SPEECH & THEATER 9-12	46.63	0.08%	YES	N/A
MUSIC - INSTRUMENTAL K-12	27.08	0.05%	YES	N/A
HEALTH K-12	96.95	0.18%	YES	N/A
MARKETING K-12	20.34	0.04%	YES	N/A
AGRICULTURE 9-12	17.75	0.03%	YES	N/A
JOURNALISM 9-12	15.58	0.03%	YES	N/A
BUSINESS 5-9	15.47	0.03%	YES	N/A
SPEECH & THEATER 5-9	13.43	0.02%	YES	N/A
DANCE K-12	10.94	0.02%	YES	N/A
AGRICULTURE 5-9	6.10	0.01%	YES	N/A
LIBRARY MEDIA SPECIALIST K-12	3.41	0.01%	YES	N/A
Universally Accepted Shortage Areas				
MILD MODERATE CROSS CATEGORICAL K-12	558.70	8.56%		YES
MATHEMATICS 9-12	222.60	10.89%		YES
MATHEMATICS 5-9	218.58	11.63%		YES
GENERAL SCIENCE 5-9	211.41	13.54%		YES
ENGLISH 9-12	189.20	8.40%		YES
LANGUAGE ARTS 5-9	187.88	8.44%		YES
GENERAL SCIENCE 9-12	115.59	15.46%		YES
SPANISH K-12	62.38	10.23%		YES
EARLY CHILDHOOD SPECIAL EDUCATION B-3	60.94	6.56%		YES
TECHNOLOGY & ENGINEERING 9-12	53.96	16.60%		YES
BIOLOGY 9-12	49.07	8.25%		YES
SEVERE DEVELOPMENT DISABLED B-12	38.83	14.23%		YES
CHEMISTRY 9-12	30.92	9.23%		YES
TECHNOLOGY & ENGINEERING 5-9	25.21	10.55%		YES
GIFTED EDUCATION K-12	17.36	3.40%		YES
PHYSICS 9-12	11.82	7.95%		YES
FRENCH K-12	5.60	3.68%		YES
CHINESE K-12	3.00	25.00%		YES
LATIN K-12	2.18	20.41%		YES
GERMAN K-12	1.76	3.53%		YES
ENGLISH LANGUAGE LEARNER K-12	1.53	19.05%		YES
BLIND AND LOW VISION B-12	0.98	2.25%		YES
JAPANESE K-12	0.26	8.25%		YES
DEAF & HARD OF HEARING B-12	0.25	0.46%		YES
Above content areas represent 4.16% in Critical Shortage Areas				

Universally accepted shortage areas (i.e. mild moderate cross categorical K-12, Mathematic 9-12, Mathematics 5-9) and the other 21 content areas listed) are eligible for federally funded TEACH grants. <https://studentaid.gov/understand-aid/types/grants/teach>.

Benefits to student financial aid recipients, such as loan cancellations, are indicated in the following regulatory provisions:

- 34 CFR 682.210(b)(5)(ii), (b)(7), (q), and (s) enable a borrower who had no outstanding Federal Family Education Loan (FFEL) Program loan on July 1, 1987, but who had an outstanding FFEL Program loan on July 1, 1993, to qualify for deferment of loan repayment under the Stafford Loan Program anytime within the life of the borrower's loan(s) for up to three years of service as a full-time teacher in a private elementary or secondary school in a teacher shortage area designated by the Department, and as certified by the chief administrative officer of the particular school in which the borrower is teaching;
- 34 CFR 674.53(c) enables Federal Perkins Loan borrowers who are full-time teachers of mathematics, science, foreign languages, bilingual education, or any other field of expertise where the State educational agency determined there is a shortage of qualified teachers to qualify for cancellation of up to 100% of the outstanding balance on the borrower's Federal Perkins loans; and
- 34 CFR 686.12(d) enables grant recipients to fulfill their teaching obligation under the Teacher Education Assistance for College and Higher Education (TEACH) Grant Program (regarding the requirement to serve at least four academic years, within eight years of graduation) by teaching in a "high-need field," which includes academic disciplines/subject areas identified as teacher shortage areas at the time the grant recipient begins teaching in that field.

If you have questions concerning Stafford Loans and Supplemental Loans for Students (SLS), including the teacher shortage area deferment, please contact the Federal Student Aid Hotline at 1-800-4FED-AID.

If you have questions concerning Federal Perkins Loans, please contact the school where you received the loan.